



U.S. HOUSE OFFICE OF  
DIVERSITY &  
INCLUSION

2022

# House Witness Representation Year-End Report

*Office of Diversity and Inclusion  
U.S. House of Representatives*



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# Introduction

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The Office of Diversity and Inclusion (ODI) within the U.S. House of Representatives (USHR or House) offers support to employing offices in helping create and cultivate a congressional workforce within the USHR that reflects the American people. The office endeavors to serve as an essential resource in helping to advance representation in the congressional workforce by delivering optimal services to the House community. The office demonstrates its commitment to this mission and vision in support of its overarching goal, which is to “put the people in the people’s house”, through the tenets of commitment, service, belonging, collaboration, and integrity as core values.

In addition to maintaining capabilities for communications, operations, and financial management, ODI provides candidate services, member services, professional development, programming, and research and data analytics as its five primary service offerings. The research

and data analytics service offering endeavors to examine the state of representation across the House community on an annual basis through the *House Witness Representation Study* (formerly known as the *House Witness Diversity Study*)<sup>1</sup>.

In accordance with the *Rules of the House for the 117th Congress*, the *House Witness Representation Study* is designed to survey the level of representation among nongovernmental witnesses called to testify at hearings before House Committees and/or Subcommittees throughout each congressional session. In 2022, the total count of nongovernmental witnesses across House Committees was 1,717, of which 467 responded to the survey – to yield an overall response rate of approximately 27% – ranging from 0% to 78% across House Committees.<sup>2</sup>

## Methodology

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From January 1, 2022 to December 13, 2022, ODI administered a voluntary and anonymous online survey to nongovernmental witnesses based on the below definitions. The office defines a governmental and nongovernmental witness as follows:

**Governmental Witness:** A witness who is invited as a representative of a governmental entity and conveys the positions of the entity during a hearing.

**Nongovernmental Witness:** A witness who could be considered to be a governmental witness but is invited to testify in a nongovernmental capacity and conveys their own positions during a hearing.<sup>3</sup>

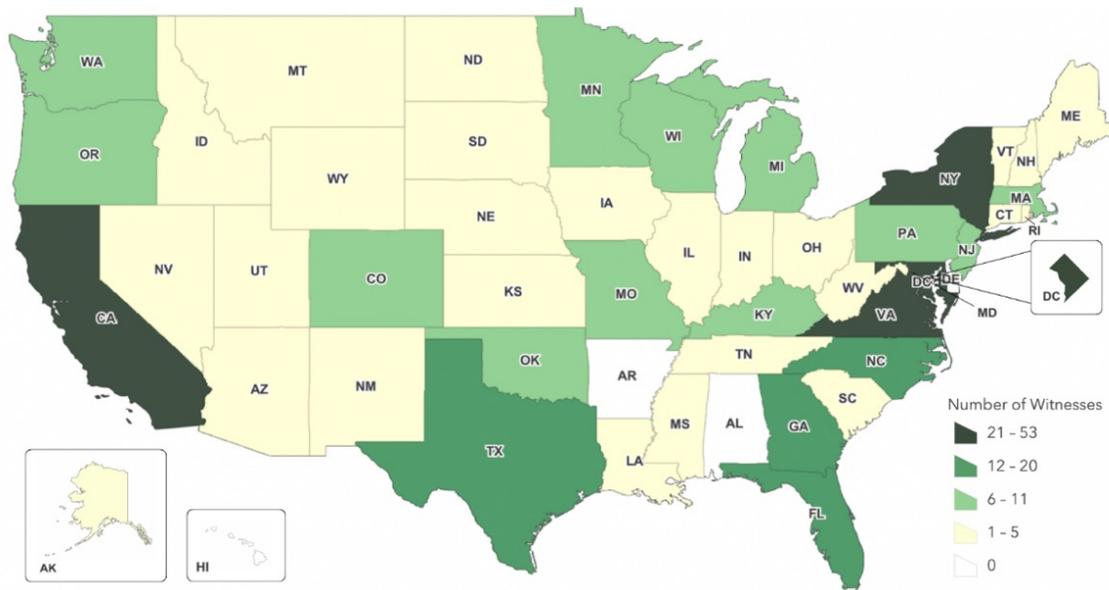
1. U.S. Congress, Adopting Rules for the One Hundred Seventeenth Congress, House Resolution 8, 117th Congress, 1st Session, January 04, 2021, <https://www.congress.gov/bill/117th-congress/house-resolution/8>.

2. ODI advises that the results in this report may not be representative of the entire population of nongovernmental witnesses due to the voluntary nature of the survey and the varying response rates among House committees. Furthermore, the 3:1 ratio between the majority and minority parties to invite witnesses may have skewed the data collection in favor of the then-majority party. However, this is an outcome of a House practice that falls outside of ODI’s control. ODI does not collect data based on party and distributes the survey to all possible nongovernmental witnesses equally via committee staff.

3. ODI developed its definition for governmental and nongovernmental witness based on guidance from the Parliamentarian for the Committee on House Administration.

# Overall Results

In 2022, survey respondents testified before 16 of 29 House Committees, including Exclusive, Non-Exclusive, and Select Committees and/or Subcommittees.<sup>4</sup> The geographic dispersion of witnesses spanned 1 federal district, 46 states, 1 territory, 23 tribal nations, and 5 foreign countries – with most witnesses residing in the National Capital Region, New York, and California, as shown in the map below.



In terms of the demographic composition of nongovernmental witnesses who responded to our survey, ODI found the following:

## Race and Ethnicity

- 61% White
- 15% Black or African American
- 7% Asian or Asian American
- 6% Hispanic or Latino
- 6% More Than One Race
- 4% American Indian or Alaska Native
- 1% Native Hawaiian or Pacific Islander

## Gender Identity and Sexual Orientation

- 50% Men
- 48% Women
- 91% Heterosexual or Straight

## Age, Disability Status, and Military Experience

- 58% Younger than 55
- 8% Individuals with a Disability
- 10% Military Experience

4. Exclusive Committees include the House Committee on Appropriations, House Committee on Energy and Commerce, House Committee on Financial Services, House Committee on Rules, and House Committee on Ways and Means. The top five committees before which respondents testified were the House Financial Services Committee, House Committee on Oversight and Reform, House Committee on Natural Resources, House Committee on Agriculture, and House Committee on Veterans' Affairs.

# Year-Over-Year Trends

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ODI found the following when comparing year-over-year trends based on survey results in 2021 and 2022.

- In 2021, there were 57% of respondents identifying as White, compared to 61% in 2022.
- Hispanic or Latino respondents decreased from 10% to 6% between 2021 and 2022.
- There was 0.7% decrease among respondents who identified as women between the two years.
- In 2021, about 87% of respondents stated their sexual orientation as heterosexual or straight, in comparison with 91% in the following year.
- Approximately 60% of respondents were younger than 55 years of age in 2021 when compared to 62% in 2022.
- The percentage of respondents with a disability decreased from 10% to 8% from 2021 to 2022.
- The percentage of respondents with military experience decreased from 16% to 10% between the two years.
- In 2021, about 89% of respondents testified virtually, when compared to 54% in 2022.
- In 2021, about 8% of respondents reported expenses related to their testimony, whereas in 2022, nearly 30% of respondents reported having such expenses either paid by themselves, an outside organization, or a Committee and/or Subcommittee.
- In 2021, the majority of participants (92%) gave testimonies before hearings in Washington, DC, while 6% testified before field hearings. In 2022, the percentage of respondents who testified in DC hearings remained high at 93%, while the proportion testifying in field hearings was 7%.

The following sections capture the demographic composition of nongovernmental witnesses within each Committee and/or Subcommittee. The following Committees and/or Subcommittees are not included because they did not hold public hearings, did not invite any nongovernmental witnesses, and/or did not have respondents who completed the survey: Committee on Ethics, Joint Committee on Taxation, House Permanent Select Committee on Intelligence, Committee on Rules, House Armed Services Committee, Committee on House Administration, Joint Economic Committee, Select Subcommittee on the Coronavirus Crisis, Select Committee on the Modernization of Congress, and House Committee on Ways and Means. The Select Committee on the January 6th Attack on the United States Capitol is also not listed in this report, as it was created after the office had established an approved study methodology.

# House Committee on Agriculture

Chair David Scott (GA-13) and Ranking Member Glenn Thompson (PA-15)

**The House Committee on Agriculture is a standing committee with jurisdiction over agriculture-related subjects. In 2022, 210 nongovernmental witnesses testified before the committee — with 45 responding to the survey for a response rate of approximately 21%.**

## Race and Ethnicity

---

- 80% White
- 7% Black or African American
- 7% Hispanic or Latino
- 4% American Indian or Alaska Native
- 2% Asian or Asian American
- 2% More Than One Race
- 0% Native Hawaiian or Pacific Islander
- 0% Other

## Gender Identity and Sexual Orientation

---

- 60% Men
- 40% Women
- 98% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 69% Younger than 55 Years Old
- 4% Individuals with a Disability
- 9% Military Experience

# House Committee on Appropriations

Chair Rosa DeLauro (CT-03) and Ranking Member Kay Granger (TX-12)

**The House Committee on Appropriations is a standing committee with jurisdiction over federal funding-related subjects. In 2022, 54 nongovernmental witnesses testified before the committee — with 16 responding to the survey for a response rate of approximately 30%.**

## Race and Ethnicity

---

- 63% White
- 19% American Indian or Alaska Native
- 6% Black or African American
- 6% More Than One Race
- 6% Other
- 0% Asian or Asian American
- 0% Hispanic or Latino
- 0% Native Hawaiian or Pacific Islander

## Gender Identity and Sexual Orientation

---

- 38% Men
- 62% Women
- 100% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 50% Younger than 55 Years Old
- 6% Individuals with a Disability
- 12% Military Experience

# House Committee on the Budget

Chair John Yarmouth (KY-03) and Ranking Member Jason Smith (MO-08)

**The House Committee on the Budget is a standing committee with jurisdiction over federal budget-related subjects. In 2022, 16 nongovernmental witnesses testified before the committee — with 8 responding to the survey for a response rate of 50%.**

## Race and Ethnicity

---

- 88% White
- 13% More Than One Race
- 0% American Indian or Alaska Native
- 0% Asian or Asian American
- 0% Black or African American
- 0% Hispanic or Latino
- 0% Native Hawaiian or Pacific Islander
- 0% Other

## Gender Identity and Sexual Orientation

---

- 13% Men
- 87% Women
- 100% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 63% Younger than 55 Years Old
- 13% Individuals with a Disability
- 0% Military Experience

# House Committee on Education and Labor

Chair Bobby Scott (VA-03) and Ranking Member Virginia Foxx (NC-05)

The House Committee on Education and Labor is a standing committee with jurisdiction over education and labor-related subjects. In 2022, 49 nongovernmental witnesses testified before the committee — with 32 responding to the survey for a response rate of 65%.

## Race and Ethnicity

---

- 44% White
- 25% Black or African American
- 9% American Indian or Alaska Native
- 9% Asian or Asian American
- 9% Hispanic or Latino
- 9% More Than One Race
- 0% Native Hawaiian or Pacific Islander
- 0% Other

## Gender Identity and Sexual Orientation

---

- 41% Men
- 59% Women
- 91% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 63% Younger than 55 Years Old
- 6% Individuals with a Disability
- 12% Military Experience

# House Committee on Energy and Commerce

Chair Frank Pallone (NJ-06) and Ranking Member Cathy McMorris Rodgers (WA-05)

**The House Committee on Energy and Commerce is a standing committee with jurisdiction over energy and commerce-related subjects. In 2022, 118 nongovernmental witnesses testified before the committee – with 14 responding to the survey for a response rate of 12%.**

## Race and Ethnicity

---

- 57% White
- 43% Black or African American
- 0% American Indian or Alaska Native
- 0% Asian or Asian American
- 0% Hispanic or Latino
- 0% More Than One Race
- 0% Native Hawaiian or Pacific Islander
- 0% Other

## Gender Identity and Sexual Orientation

---

- 50% Men
- 50% Women
- 100% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 71% Younger than 55 Years Old
- 7% Individuals with a Disability
- 0% Military Experience

# House Committee on Financial Services

Chair Maxine Waters (CA-43) and Ranking Member Patrick McHenry (NC-10)

**The House Committee on Financial Services is a standing committee with jurisdiction over banking, economics, and finance-related subjects. In 2022, 153 nongovernmental witnesses testified before the committee — with 93 responding to the survey for a response rate of 61%.**

## Race and Ethnicity

---

- 48% White
- 23% Black or African American
- 13% Asian or Asian American
- 8% Hispanic or Latino
- 5% More Than One Race
- 1% Native Hawaiian or Pacific Islander
- 1% Other
- 0% American Indian or Alaska Native

## Gender Identity and Sexual Orientation

---

- 39% Men
- 59% Women
- 87% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 69% Younger than 55 Years Old
- 8% Individuals with a Disability
- 2% Military Experience

# House Foreign Affairs Committee

Chair Gregory Meeks (NY-05) and Ranking Member Michael McCaul (TX-10)

**The House Foreign Affairs Committee is a standing committee with jurisdiction over international affairs-related subjects. In 2022, 82 nongovernmental witnesses testified before the committee — with 8 responding to the survey for a response rate of 10%.**

## Race and Ethnicity

---

- 38% White
- 38% Black or African American
- 13% Asian or Asian American
- 13% Hispanic or Latino
- 0% American Indian or Alaska Native
- 0% More Than One Race
- 0% Native Hawaiian or Pacific Islander
- 0% Other

## Gender Identity and Sexual Orientation

---

- 75% Men
- 25% Women
- 87% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 63% Younger than 55 Years Old
- 0% Individuals with a Disability
- 0% Military Experience

# Committee on Homeland Security

Chair Bennie Thompson (MO-02) and Ranking Member John Katko (NY-24)

**The Committee on Homeland Security is a standing committee with jurisdiction over homeland security-related subjects. In 2022, 116 nongovernmental witnesses testified before the committee — with 22 responding to the survey for a response rate of 19%.**

## Race and Ethnicity

---

- 64% White
- 9% Asian or Asian American
- 9% Black or African American
- 5% Hispanic or Latino
- 5% More Than One Race
- 5% Other
- 0% American Indian or Alaska Native
- 0% Native Hawaiian or Pacific Islander

## Gender Identity and Sexual Orientation

---

- 68% Men
- 32% Women
- 86% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 59% Younger than 55 Years Old
- 0% Individuals with a Disability
- 9% Military Experience

# House Judiciary Committee

Chair Jerry Nadler (NY-10) and Ranking Member Jim Jordan (OH-04)

**The House Judiciary Committee is a standing committee with jurisdiction over judicial-related subjects. In 2022, 133 nongovernmental witnesses testified before the committee — with 8 responding to the survey, for a response rate of 6%**

## Race and Ethnicity

---

- 75% White
- 25% Black or African American
- 0% Hispanic or Latino
- 0% American Indian or Alaska Native
- 0% Asian or Asian American
- 0% More Than One Race
- 0% Native Hawaiian or Pacific Islander
- 0% Other

## Gender Identity and Sexual Orientation

---

- 50% Men
- 50% Women
- 100% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 50% Younger than 55 Years Old
- 0% Individuals with a Disability
- 0% Military Experience

# House Committee on Natural Resources

Chair Raul Grijalva (AZ-03) and Ranking Member Bruce Westerman (AR-04)

**The Committee on Natural Resources is a standing committee with jurisdiction over natural resources-related subjects. In 2022, 150 nongovernmental witnesses testified before the committee — with 50 responding to the survey for a response rate of 33%.**

## Race and Ethnicity

---

- 58% White
- 14% American Indian or Alaska Native
- 8% More Than One Race
- 8% Native Hawaiian or Pacific Islander
- 6% Hispanic or Latino
- 4% Black or African American
- 2% Asian or Asian American
- 0% Other

## Gender Identity and Sexual Orientation

---

- 64% Men
- 36% Women
- 90% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 54% Younger than 55 Years Old
- 2% Individuals with a Disability
- 4% Military Experience

# House Committee on Oversight and Reform

Chair Carolyn Maloney (NY-12) and Ranking Member James Comer (KY-01)

**The House Committee on Oversight and Reform is a standing committee with jurisdiction over federal operations-related subjects. In 2022, 159 nongovernmental witnesses testified before the committee — with 60 responding to the survey for a response rate of 38%.**

## Race and Ethnicity

---

- 50% White
- 12% Black or African American
- 8% Hispanic or Latino
- 7% Asian or Asian American
- 5% American Indian or Alaska Native
- 5% More Than One Race
- 2% Other
- 0% Native Hawaiian or Pacific Islander

## Gender Identity and Sexual Orientation

---

- 48% Men
- 46% Women
- 88% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 62% Younger than 55 Years Old
- 5% Individuals with a Disability
- 5% Military Experience

# House Committee on Science, Space, and Technology

Chair Eddie Bernice Johnson (TX-30) and Ranking Member Frank Lucas (OK-03)

**The Committee on Science, Space, and Technology is a standing committee with jurisdiction over science, space, and technology-related subjects. In 2022, 73 nongovernmental witnesses testified before the committee — with 9 responding to the survey for a response rate of 12%.**

## Race and Ethnicity

---

- 67% White
- 22% Black or African American
- 11% Hispanic or Latino
- 0% Asian or Asian American
- 0% American Indian or Alaska Native
- 0% More Than One Race
- 0% Other
- 0% Native Hawaiian or Pacific Islander

## Gender Identity and Sexual Orientation

---

- 33% Men
- 67% Women
- 89% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 67% Younger than 55 Years Old
- 0% Individuals with a Disability
- 0% Military Experience

# House Select Committee on the Climate Crisis

Chair Kathy Castor (FL-14), and No Ranking Member

The House Select Committee on the Climate Crisis is a temporary committee with jurisdiction over climate-related subjects. In 2022, 40 nongovernmental witnesses testified before the committee — with 10 responding to the survey for a response rate of 25%.

## Race and Ethnicity

---

- 70% White
- 20% Black or African American
- 10% American Indian or Alaska Native
- 0% Asian or Asian American
- 0% Hispanic or Latino
- 0% More Than One Race
- 0% Native Hawaiian or Pacific Islander
- 0% Other

## Gender Identity and Sexual Orientation

---

- 40% Men
- 60% Women
- 100% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 50% Younger than 55 Years Old
- 0% Individuals with a Disability
- 0% Military Experience

# Select Committee on Economic Disparity and Fairness in Growth

Chair Jim Himes (CT-04) and Ranking Member Bryan Steil (WI-01)

**The House Select Committee on Economic Disparity and Fairness in Growth is a temporary committee with jurisdiction over economic-related subjects. In 2022, 54 nongovernmental witnesses testified before the committee — with 3 responding to the survey for a response rate of 6%.**

## Race and Ethnicity

---

- 33% White
- 33% Black or African American
- 0% American Indian or Alaska Native
- 0% Asian or Asian American
- 0% Hispanic or Latino
- 0% More Than One Race
- 0% Native Hawaiian or Pacific Islander
- 0% Other

## Gender Identity and Sexual Orientation

---

- 33% Men
- 67% Women
- 100% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 33% Younger than 55 Years Old
- 33% Individuals with a Disability
- 0% Military Experience

# House Committee on Small Business

Chair Nydia Velazquez (NY-07) and Ranking Member Blaine Luetkemeyer (MO-03)

The House Committee on Small Business is a standing committee with jurisdiction over small business-related subjects. In 2022, 65 nongovernmental witnesses in 2022 testified before the committee — with 31 responding to the survey for a response rate of 78%.

## Race and Ethnicity

---

- 68% White
- 16% Black or African American
- 13% Hispanic or Latino
- 6% Asian or Asian American
- 3% More Than One Race
- 0% American Indian or Alaska Native
- 0% Native Hawaiian or Pacific Islander
- 0% Other

## Gender Identity and Sexual Orientation

---

- 61% Men
- 39% Women
- 91% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 61% Younger than 55 Years Old
- 0% Individuals with a Disability
- 7% Military Experience

# House Committee on Transportation and Infrastructure

Chair Peter DeFazio (OR-04) and Ranking Member Sam Graves (MO-06)

**The House Committee on Transportation and Infrastructure is a standing committee with jurisdiction over transportation and infrastructure-related subjects. In 2022, 77 nongovernmental witnesses testified before the committee — with 22 responding to the survey for a response rate of 29%.**

## Race and Ethnicity

---

- 82% White
- 9% American Indian or Alaska Native
- 9% Black or African American
- 0% Asian or Asian American
- 0% More Than One Race
- 0% Hispanic or Latino
- 0% Native Hawaiian or Pacific Islander
- 0% Other

## Gender Identity and Sexual Orientation

---

- 59% Men
- 41% Women
- 91% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 64% Younger than 55 Years Old
- 9% Individuals with a Disability
- 18% Military Experience

# House Committee on Veterans' Affairs

Chair Mark Takano (CA-41) and Ranking Member Mike Bost (IL-12)

**The House Committee on Veterans' Affairs is a standing committee with jurisdiction over veteran-related subjects. In 2022, 36 nongovernmental witnesses responded to the survey; however, the response rate is not available as the total number of nongovernmental witnesses who testified before the committee is unavailable.**

## Race and Ethnicity

---

- 69% White
- 8% Asian or Asian American
- 6% Black or African American
- 6% More Than One Race
- 3% American Indian or Alaska Native
- 3% Hispanic or Latino
- 0% Native Hawaiian or Pacific Islander
- 0% Other

## Gender Identity and Sexual Orientation

---

- 47% Men
- 47% Women
- 86% Heterosexual or Straight

## Age, Disability Status, and Military Experience

---

- 58% Younger than 55 Years Old
- 47% Individuals with a Disability
- 58% Military Experience

# Appendix

## 2022 Witness Representation Survey Instrument

### *Abbreviated Version*

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**Will you testify in person or virtually? If the hearing date has passed, did you testify in person or virtually?**

- I testified in person.
- I testified virtually.

**Which committee will you testify before? If the hearing date has passed, before which committee did you testify?**

- Agriculture
- Appropriations
- Armed Services
- Budget
- Education and Labor
- Energy and Commerce
- Financial Services
- Foreign Affairs
- Homeland Security
- House Administration
- Judiciary
- Natural Resources
- Oversight and Reform
- Science, Space, and Technology
- Small Business
- Transportation and Infrastructure
- Veterans' Affairs
- Ways and Means
- Permanent Select Committee on Intelligence
- Select Committee on the Climate Crisis
- Select Committee on the Modernization of Congress
- Select Committee on Economic Disparity and Fairness in Growth
- Joint Economic Committee
- Joint Committee on Taxation

**Will you testify before the full committee or subcommittee? If the hearing date has passed, did you testify before full committee or before a subcommittee?**

- Full Committee
- Subcommittee

**Where will you testify? If the hearing date has passed, where did you testify?**

- Washington, DC
- Field Hearing

**Do you identify as Hispanic or Latino?**

- Yes
- No
- Prefer Not To Say

**What is your racial or ethnic identification? (Select all that apply)**

- White
- Black or African American
- Hispanic or Latino
- American Indian or Alaska Native
- Asian
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- Prefer Not To Say
- Other

**If you selected American Indian or Alaska Native for the previous question, what is your tribal affiliation?**

**In which state do you reside?**

**How old are you?**

- 17 and Under
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64

- 55-64
- 65-74
- 75 and Over
- Prefer Not To Say

**How do you identify as it relates to gender identity?**

- Female
- Male
- Transgender
- Prefer Not To Say
- Other

**How do you identify as it relates to sexual orientation?**

- Heterosexual or Straight
- Gay or Lesbian
- Bisexual
- Prefer Not To Say
- Other

**Have you ever served as a member of the military in the United States?**

- Yes
- No
- Prefer Not To Say

**Do you identify as an individual with a disability?**

- Yes
- No
- Prefer Not To Say

**Who is paying for any expenses incurred as part of your testimony? If the hearing date has passed, who paid for these costs?**

- There are or were no expenses incurred because I participated virtually in the hearing
- There are or were no expenses incurred because I live in close proximity to the hearing location
- I am paying and paid for expenses incurred for the hearing
- The committee is paying or paid for expenses incurred for the hearing
- A different organization is paying or paid for expenses incurred for the hearing
- Prefer not to say

**Is there any additional feedback you'd like to share regarding experience testifying before Congress?**



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